

VENUE

4. This action properly lies in this district pursuant to 28 U.S.C. Sec. 1391 because the employment practices alleged to be unlawful were committed within this judicial district.

PARTIES

5. Plaintiff, ODESSA JACKSON-ONYEGBULA (hereinafter “Plaintiff”) is a female resident of the State of Illinois and, at all times relevant herein was employed by the defendants.

6. Defendant A & J SECURITY, INC. (hereinafter “Defendant A & J Security”) is a staffing agency that contracts with businesses for purposes of providing them with on-site security guards.

7. The main office of Defendant A & J Security is located at 1820 Ridge Street, Suite 103 in Homewood, Illinois.

8. At all times relevant hereto, Defendant A & J Security was engaged in an industry affecting commerce and was an employer covered under Title VII.

9. At all times relevant herein, the Defendant, THE PARK OF RIVER OAKS CONDOMINIUM ASSOCIATION (hereinafter “Defendant The Park of River Oaks”), was a condominium association that contracted with Defendant A & J Security to provide security guards for its location at 150 Park Avenue in Calumet City, State of Illinois 60471.

10. At all times relevant herein, Defendant The Park of River Oaks was engaged in an industry affecting commerce and was an employer as defined by Title VII.

FACTS

11. In October of 2005, Plaintiff began working for Defendant A&J Security as a security guard.

12. On or about October of 2005, Plaintiff was required by Defendant A & J Security to work as a security guard at the facility owned and operated by Defendant The Park of River Oaks.

13. That at all times herein, the Plaintiff was under the management and supervision of Defendant The Park of River Oaks.

14. Throughout the time of her employment with both Defendants, Plaintiff performed her duties in a satisfactory manner.

15. Beginning on or about March of 2006 and continuing through her assignment with Defendant The Park of River Oaks, Plaintiff was subjected to sexual harassment by an employee of Defendant THE PARK OF RIVER OAKS with conduct including:

- a) Exposing his genitalia to Plaintiff and trying to touch her with it;
- b) Masturbating in front of the Plaintiff and requesting that she join in;
- c) Groping Plaintiff's body including her buttocks and breasts;
- d) Repeatedly requesting Plaintiff to perform sexual acts, including having a threesome;
- e) Telling the Plaintiff graphic descriptions of sexual fantasies involving the Plaintiff;
- f) Repeatedly using lewd sexual language towards Plaintiff, for example, telling the Plaintiff that he wanted to "suck her pussy" and that "her ass" drove him wild when she walked;
- g) Requesting that the Plaintiff spend time with him outside of work and stating that if she did she would have a promotion and a raise.

16. That as early as March of 2006, plaintiff reported this sexual harassment to her supervisors and managers at Defendant A & J Security and to members of the board at Defendant The Park of River Oaks .

17. That on or about June 10, 2006, Plaintiff reported the sexual harassment to Gloria Dooley (hereinafter "Dooley") the President of The Park of River Oaks.

18. That on June 12, 2006, Plaintiff arrived at work and learned that a female co-worker, “LaTee”, was terminated for “crying on Ms. Dooley’s shoulders”.

19. Further, that on this same date, Plaintiff’s co-workers overheard a conversation between Art Weldy (hereinafter “Weldy”), the President/Owner of Defendant A& J Security, and Dooley wherein Weldy told Dooley that he “took care of the problem girl that was trying to cry to her” by terminating “LaTee” and Dooley responded “Good”.

20. That Plaintiff knew that “LaTee” was terminated in error because Weldy mistakenly believed that “LaTee” had complained to Dooley about the sexual harassment when the Plaintiff was the woman who complained to Dooley.

21. That on June 17, 2006, the Plaintiff was instructed to leave the location owned and operated by Defendant The Park of River Oaks.

22. That on June 17, 2006 Plaintiff contacted Weldy to inquire as to why she was instructed to leave the premises of Defendant The Park of River Oaks and was informed by Weldy that she could not stay there because she was terminated from employment by both defendants.

23. That on or about June 17, 2006, the Defendant The Park of River Oaks constructively terminated Plaintiff by requesting, instructing and/or otherwise requiring the Defendant A & J Security to stop sending her to its premises to perform work as a security guard.

24. That on or about June 17, 2008, “LaTee” was reinstated as a security guard because Weldy and Dooley knew that she was not the woman who complained about sexual harassment.

25. That at all times relevant to this complaint Dooley was involved in a romantic relationship with the employee of Defendant The Park at River Oaks who was sexually harassing the Plaintiff.

COUNT I
SEXUAL HARRASMENT IN VIOLATION OF TITLE VII AGAINST
DEFENDANT A & J SECURITY

26. Plaintiff readopts and re-alleges paragraphs 1-25 and incorporates them as if fully set forth herein.

27. That by the conduct alleged herein Defendant A & J Security engaged in unlawful employment practices in violation of Section 703(a)(1) of Title VII, 42 U.S.C. §2000e-2(a)(1) by allowing sexual harassment to occur on its premises when it knew or should have known that it was occurring.

28. That by its conduct alleged herein the Defendant, A & J Security failed to take prompt remedial action intended to eliminate sexually harassing conduct when it knew or should have known of this illegal behavior in violation of Section 703(a) and Section 707 of Title VII 42 U.S.C. Sec. 2000e-2(a) and -6).

29. That the effect of the practices complained of herein deprived the Plaintiff of equal employment opportunities and otherwise adversely affect her status as an employee because of her sex.

30. The unlawful employment practices complained of herein were intentional.

31. That the unlawful employment practices complained of in herein were done with malice or with reckless indifference to Plaintiff's federally protected rights to be free from sexual harassment in the workplace.

32. As the result of Defendant's unlawful conduct, Plaintiff has suffered lost wages, benefits, pain, suffering, emotional and psychological harm and humiliation.

33. Plaintiff demands to exercise her right to a jury trial of this matter.

PRAYER FOR RELIEF

WHEREFORE, the Commission respectfully requests that this Court enter judgment in her favor and against Defendant A & J Security on Count I and that it:

- a) Grant a permanent injunction enjoining the Defendants, their officers, successors, assigns, and all persons in active concert or participation with it, from engaging in any employment practice which discriminates on the basis of sex;
- b) Order Defendants to institute and carry out policies, practices, and programs which provide equal employment opportunities for women, and which eradicate the effects of its past and present unlawful employment practices;
- c) Order Defendant to make whole Plaintiff by providing appropriate back pay with pre-judgment interest in amounts to be determined at trial, and other affirmative relief necessary to eradicate the effects of its unlawful employment practices;
- d) Order Defendant to make whole Plaintiff by providing compensation for past and future pecuniary losses resulting from the unlawful employment practices described above, including, but not limited to, job search expenses;
- e) Order Defendant to make whole Plaintiff by providing compensation for past and future non-pecuniary losses, including emotional pain, suffering, inconvenience, loss of enjoyment of life and humiliation;
- f) Order Defendant to pay Plaintiff punitive damages for its malicious and/or reckless conduct described, in amounts to be determined at trial;
- g) Order Defendant and its successors to provide training to its officers, managers and employees regarding sexual harassment in the workplace;
- h) Award Plaintiff's attorneys' fees and costs, including expert witness fees, incurred in prosecuting this claim, together with any interest on said fees;
- i) Award any and all other relief as the Court deems just in the premises.

COUNT II
HOSTILE WORK ENVIRONMENT IN VIOLATION OF TITLE VII AGAINST
DEFENDANT A & J SECURITY

34. Plaintiff readopts and re-alleges paragraphs 1- 25 and incorporates them as if fully set forth herein.

35. That by its conduct alleged herein Defendant A & J Security engaged in unlawful employment practices in violation of Section 703(a)(1) of Title VII, 42 U.S.C. § 2000e-2(a)(1) by allowing sexual harassment to occur on its premises when it knew or should have known that it was occurring.

36. That by its conduct alleged herein Defendant A & J Security failed to take prompt remedial action intended to eliminate sexually harassing conduct when it knew or should have

known of this illegal behavior in violation of Section 703(a) and Section 707 of Title VII 42 U.S.C. Sec. 2000e-2(a) and -6).

37. By its conduct as alleged herein, Defendant A & J Security subjected Plaintiff to sexually hostile and offensive work environment in violation of Title VII.

38. That the effect of the practices complained of herein deprived the Plaintiff of equal employment opportunities and otherwise adversely affect her status as an employee because of her sex.

39. The unlawful employment practices complained of herein were intentional.

40. The unlawful employment practices complained of in herein were done with malice or with reckless indifference to the Plaintiff's federally protected rights to be free from sexual harassment and a hostile work environment.

41. As the result of Defendant's unlawful conduct, Plaintiff has suffered lost wages, benefits, pain, suffering, emotional and psychological harm and humiliation.

42. Plaintiff demands to exercise her right to a jury trial of this matter.

PRAYER FOR RELIEF

WHEREFORE, the Commission respectfully requests that this Court enter judgment in her favor and against Defendant A & J Security on Count II and that it:

- a) Grant a permanent injunction enjoining the Defendants, their officers, successors, assigns, and all persons in active concert or participation with it, from engaging in any employment practice which discriminates on the basis of sex;
- b) Order Defendants to institute and carry out policies, practices, and programs which provide equal employment opportunities for women, and which eradicate the effects of its past and present unlawful employment practices;
- c) Order Defendant to make whole Plaintiff by providing appropriate back pay with pre-judgment interest in amounts to be determined at trial, and other affirmative relief necessary to eradicate the effects of its unlawful employment practices;
- d) Order Defendant to make whole Plaintiff by providing compensation for past and future pecuniary losses resulting from the unlawful employment practices described above, including, but not limited to, job search expenses;

- e) Order Defendant to make whole Plaintiff by providing compensation for past and future non-pecuniary losses, including emotional pain, suffering, inconvenience, loss of enjoyment of life and humiliation;
- f) Order Defendant to pay Plaintiff punitive damages for its malicious and/or reckless conducted described, in amounts to be determined at trial;
- g) Order Defendant and its successors to provide training to its officers, managers and employees regarding sexual harassment in the workplace;
- h) Award Plaintiff's attorneys' fees and costs, including expert witness fees, incurred in prosecuting this claim, together with any interest on said fees;
- i) Award any and all other relief as the Court deems just in the premises.

COUNT III
RETALIATORY DISCHARGE IN VIOLATION OF TITLE VII AGAINST
DEFENDANT A & J SECURITY

43. Plaintiff readopts and re-alleges paragraphs 1-25 and incorporates them as if fully set forth herein.

44. That by its conduct alleged herein Defendant A& J Security engaged in unlawful employment practices in violation of Section 703(a)(1) of Title VII, 42 U.S.C. § 2000e-2(a)(1) by taking adverse employment action against Plaintiff in retaliation for her attempting to exercise her rights under Title VII and report sexual harassment, including but not limited to, terminating her from employment on June 17, 2006 all in continuing violation of Section 703(a) and 704(a) of Title VII, 42 U.S.C § 2000e-2(a) and 3(a).

45. That the effect of the practices complained of herein deprived the Plaintiff of equal employment opportunities and otherwise adversely affect her status as an employee because of her sex.

46. The unlawful employment practices complained of herein were intentional.

47. The unlawful employment practices complained of in herein were done with malice or with reckless indifference to the Plaintiff's federally protected rights to be free from retaliation for exercising her rights under Title VII.

48. As the result of Defendant's unlawful conduct, Plaintiff has suffered lost wages, benefits, pain, suffering, emotional and psychological harm and humiliation.

49. Plaintiff demands to exercise her right to a jury trial of this matter.

PRAYER FOR RELIEF

WHEREFORE, the Commission respectfully requests that this Court enter judgment in her favor and against Defendant A & J Security on Count III and that it:

- a) Grant a permanent injunction enjoining the Defendants, their officers, successors, assigns, and all persons in active concert or participation with it, from engaging in any employment practice which discriminates on the basis of sex;
- b) Order Defendants to institute and carry out policies, practices, and programs which provide equal employment opportunities for women, and which eradicate the effects of its past and present unlawful employment practices;
- c) Order Defendant to make whole Plaintiff by providing appropriate back pay with pre-judgment interest in amounts to be determined at trial, and other affirmative relief necessary to eradicate the effects of its unlawful employment practices;
- d) Order Defendant to make whole Plaintiff by providing compensation for past and future pecuniary losses resulting from the unlawful employment practices described above, including, but not limited to, job search expenses;
- e) Order Defendant to make whole Plaintiff by providing compensation for past and future non-pecuniary losses, including emotional pain, suffering, inconvenience, loss of enjoyment of life and humiliation;
- f) Order Defendant to pay Plaintiff punitive damages for its malicious and/or reckless conduct described, in amounts to be determined at trial;
- g) Order Defendant and its successors to provide training to its officers, managers and employees regarding sexual harassment in the workplace;
- h) Award Plaintiff's attorneys' fees and costs, including expert witness fees, incurred in prosecuting this claim, together with any interest on said fees;
- i) Award any and all other relief as the Court deems just in the premises.

COUNT IV
SEXUAL HARRASMENT IN VIOLATION OF TITLE VII AGAINST THE
DEFENDANT THE PARK OF RIVER OAKS

50. Plaintiff readopts and re-alleges paragraphs 1-25 and incorporates them as if fully

set forth herein.

51. That by its conduct alleged herein, the Defendant The Park of River Oaks has engaged in unlawful employment practices in violation of Section 703(a)(1) of Title VII, 42 U.S.C. §2000e-2(a)(1) by allowing sexual harassment to occur on its premises when it knew or should have known that it was occurring.

52. That by its conduct alleged herein, Defendant The Park of River Oaks failed to take prompt remedial action intended to eliminate sexually harassing conduct when it knew or should have known of this illegal behavior in violation of Section 703(a) and Section 707 of Title VII 42 U.S.C. Sec. 2000e-2(a) and -6).

53. That the effect of the practices complained of herein deprived the Plaintiff of equal employment opportunities and otherwise adversely affect her status as an employee because of her sex.

54. The unlawful employment practices complained of herein were intentional.

55. The unlawful employment practices complained of in herein were done with malice or with reckless indifference to the Plaintiff's federally protected rights to be free from sexual harassment in the workplace.

56. As the result of Defendant's unlawful conduct, Plaintiff has suffered lost wages, benefits, pain, suffering, emotional and psychological harm and humiliation.

57. Plaintiff demands to exercise her right to a jury trial of this matter.

PRAYER FOR RELIEF

WHEREFORE, the Commission respectfully requests that this Court enter judgment in her favor and against Defendant The Park of River Oaks on Count IV and that it:

- a) Grant a permanent injunction enjoining the Defendants, their officers, successors, assigns, and all persons in active concert or participation with it, from engaging in any employment practice which discriminates on the basis of sex;

- b) Order Defendants to institute and carry out policies, practices, and programs which provide equal employment opportunities for women, and which eradicate the effects of its past and present unlawful employment practices;
- c) Order Defendant to make whole Plaintiff by providing appropriate back pay with pre-judgment interest in amounts to be determined at trial, and other affirmative relief necessary to eradicate the effects of its unlawful employment practices;
- d) Order Defendant to make whole Plaintiff by providing compensation for past and future pecuniary losses resulting from the unlawful employment practices described above, including, but not limited to, job search expenses;
- e) Order Defendant to make whole Plaintiff by providing compensation for past and future non-pecuniary losses, including emotional pain, suffering, inconvenience, loss of enjoyment of life and humiliation;
- f) Order Defendant to pay Plaintiff punitive damages for its malicious and/or reckless conduct described, in amounts to be determined at trial;
- g) Order Defendant and its successors to provide training to its officers, managers and employees regarding sexual harassment in the workplace;
- h) Award Plaintiff's attorneys' fees and costs, including expert witness fees, incurred in prosecuting this claim, together with any interest on said fees;
- i) Award any and all other relief as the Court deems just in the premises.

COUNT V
HOSTILE WORK ENVIRONMENT IN VIOLATION OF TITLE VII AGAINST
DEFENDANT THE PARK OF RIVER OAKS

58. Plaintiff readopts and re-alleges paragraphs 1-25 and incorporates them as if fully set forth herein.

59. That by its conduct alleged herein Defendant The Park of River Oaks has engaged in unlawful employment practices in violation of Section 703(a)(1) of Title VII, 42 U.S.C. § 2000e-2(a)(1) by allowing sexual harassment to occur on its premises when it knew or should have known that it was occurring.

60. That by its conduct alleged herein, Defendant The Park of River Oaks failed to take prompt remedial action intended to eliminate sexually harassing conduct when it knew or should have known of this illegal behavior in violation of Section 703(a) and Section 707 of Title VII 42 U.S.C. Sec. 2000e-2(a) and -6).

61. By its conduct as alleged herein, Defendant The Park of River Oaks subjected Plaintiff to a sexually hostile and offensive work environment in violation of Title VII.

62. That the effect of the practices complained of herein deprived the Plaintiff of equal employment opportunities and otherwise adversely affect her status as an employee because of her sex.

63. The unlawful employment practices complained of herein were intentional.

64. The unlawful employment practices complained of in herein were done with malice or with reckless indifference to the federally protected rights of the Plaintiff's to be free of sexual harassment and hostile work environment.

65. As the result of Defendant's unlawful conduct, Plaintiff has suffered lost wages, benefits, pain, suffering, emotional and psychological harm and humiliation.

66. Plaintiff demands to exercise her right to a jury trial of this matter.

PRAYER FOR RELIEF

WHEREFORE, the Commission respectfully requests that this Court enter judgment in her favor and against Defendant The Park of River Oaks on Count V and that it:

- a) Grant a permanent injunction enjoining the Defendants, their officers, successors, assigns, and all persons in active concert or participation with it, from engaging in any employment practice which discriminates on the basis of sex;
- b) Order Defendants to institute and carry out policies, practices, and programs which provide equal employment opportunities for women, and which eradicate the effects of its past and present unlawful employment practices;
- c) Order Defendant to make whole Plaintiff by providing appropriate back pay with pre-judgment interest in amounts to be determined at trial, and other affirmative relief necessary to eradicate the effects of its unlawful employment practices;
- d) Order Defendant to make whole Plaintiff by providing compensation for past and future pecuniary losses resulting from the unlawful employment practices described above, including, but not limited to, job search expenses;
- e) Order Defendant to make whole Plaintiff by providing compensation for past and future non-pecuniary losses, including emotional pain, suffering, inconvenience, loss of enjoyment of life and humiliation;

- f) Order Defendant to pay Plaintiff punitive damages for its malicious and/or reckless conducted described, in amounts to be determined at trial;
- g) Order Defendant and its successors to provide training to its officers, managers and employees regarding sexual harassment in the workplace;
- h) Award Plaintiff's attorneys' fees and costs, including expert witness fees, incurred in prosecuting this claim, together with any interest on said fees;
- i) Award any and all other relief as the Court deems just in the premises.

COUNT VI
RETALIATORY DISCHARGE IN VIOLATION OF TITLE VII AGAINST
DEFENDANT THE PARK OF RIVER OAKS

67. Plaintiff readopts and re-alleges paragraphs 1-25 and incorporates them as if fully set forth herein.

68. That by its conduct alleged herein, Defendant The Park of River Oaks engaged in unlawful employment practices in violation of Section 703(a)(1) of Title VII, 42 U.S.C. § 2000e-2(a)(1) by taking adverse employment action against Plaintiff in retaliation for her attempting to exercise her rights under Title VII and report sexual harassment, including but not limited to, terminating her from employment on June 17, 2006 all in continuing violation of Section 703(a) and 704(a) of Title VII, 42 U.S.C § 2000e-2(a) and 3(a).

69. That the effect of the practices complained of herein deprived the Plaintiff of equal employment opportunities and otherwise adversely affect her status as an employee because of her sex.

70. The unlawful employment practices complained of herein were intentional.

71. The unlawful employment practices complained of in herein were done with malice or with reckless indifference to the federally protected rights of the Plaintiff to be free from retaliation for exercising her rights under Title VII.

72. As the result of Defendant's unlawful conduct, Plaintiff has suffered lost wages, benefits, pain, suffering, emotional and psychological harm and humiliation.

73. Plaintiff demands to exercise her right to a jury trial of this matter.

PRAYER FOR RELIEF

WHEREFORE, the Commission respectfully requests that this Court enter judgment in her favor and against Defendant The Park of River Oaks on Count VI and that it:

- a) Grant a permanent injunction enjoining the Defendants, their officers, successors, assigns, and all persons in active concert or participation with it, from engaging in any employment practice which discriminates on the basis of sex;
- b) Order Defendants to institute and carry out policies, practices, and programs which provide equal employment opportunities for women, and which eradicate the effects of its past and present unlawful employment practices;
- c) Order Defendant to make whole Plaintiff by providing appropriate back pay with pre-judgment interest in amounts to be determined at trial, and other affirmative relief necessary to eradicate the effects of its unlawful employment practices;
- d) Order Defendant to make whole Plaintiff by providing compensation for past and future pecuniary losses resulting from the unlawful employment practices described above, including, but not limited to, job search expenses;
- e) Order Defendant to make whole Plaintiff by providing compensation for past and future non-pecuniary losses, including emotional pain, suffering, inconvenience, loss of enjoyment of life and humiliation;
- f) Order Defendant to pay Plaintiff punitive damages for its malicious and/or reckless conduct described, in amounts to be determined at trial;
- g) Order Defendant and its successors to provide training to its officers, managers and employees regarding sexual harassment in the workplace;
- h) Award Plaintiff's attorneys' fees and costs, including expert witness fees, incurred in prosecuting this claim, together with any interest on said fees;
- i) Award any and all other relief as the Court deems just in the premises.

/s/ LYNDSEY A. MARKLEY
HARMAN & FEDICK, LTD.
ARDC #6286794
Attorneys for Plaintiff
222 North LaSalle Street
Chicago, Illinois 60601
(312) 263-6452

EEOC Form 5 (5/01)

LI

08CV4602

JUDGE

DARRAH

MAGISTRATE

JUDGE MASON

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:

Agency(ies) Charge No(s):



FEPA



EEOC

440-2006-08427**Illinois Department Of Human Rights**

and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)

Ms. Odessa R. Jackson

Home Phone (Incl. Area Code)

(708) 283-0971

Date of Birth

06-08-1973

Street Address

City, State and ZIP Code

22719 South Millard, Richton Park, IL 60471

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

A & J SECURITY F/K/A LPDN

No. Employees, Members

15 - 100

Phone No. (Include Area Code)

(708) 275-3916

Street Address

City, State and ZIP Code

103 Highland, Calumet City, IL 60409

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)



RACE



COLOR



SEX



RELIGION



NATIONAL ORIGIN



RETALIATION



AGE



DISABILITY



OTHER (Specify below.)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

06-17-2006**06-17-2006**

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I began employment with Respondent in October 2005. My last position was Security Officer. On or about March 6, 2006 I complained to Respondent about sexual harassment from an employee at the location I was assigned to. No action was taken to stop the sexual harassment. On or about June 10, 2006 I complained to the board president at the location I was assigned to about sexual harassment by an employee at this location. I was removed from my assignment and terminated from employment by Respondent on June 17, 2006.

I believe I have been discriminated against because of my sex, female, and retaliation, in violation of Title VII of the Civil Rights Act of 1964, as amended.

RECEIVED EEOC

JUL 27 2006

CHICAGO DISTRICT OFC

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Jul 27, 2006

Date



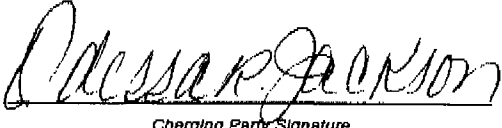
Charging Party Signature

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 440-2006-08428	
JUDGE DARRAH MAGISTRATE JUDGE MASON		Illinois Department Of Human Rights and EEOC <i>State or local Agency, if any</i>	
Name (Indicate Mr., Ms., Mrs.) Ms. Odessa R. Jackson		Home Phone (Incl. Area Code) (708) 283-0971	Date of Birth 06-08-1973
Street Address City, State and ZIP Code 22719 South Millard, Richton Park, IL 60471			
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name THE PARK OF RIVER OAKS		No. Employees, Members 15 - 100	Phone No. (Include Area Code) (708) 868-6200
Street Address City, State and ZIP Code 150 Park Avenue, Calumet City, IL 60409			
Name 		No. Employees, Members 	Phone No. (Include Area Code)
Street Address City, State and ZIP Code 			
DISCRIMINATION BASED ON (Check appropriate box(es).) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (Specify below.)		DATE(S) DISCRIMINATION TOOK PLACE Earliest 03-04-2006 Latest 06-17-2006 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): <p>I was assigned to Respondent by my employer beginning in October 2005. My position was Security Officer. Beginning on or about March 4, 2006 and continuing throughout my assignment with Respondent, I was sexually harassed by one of Respondent's employees. I reported this to my employer, but no action was taken. On or about June 10, 2006 I complained to Respondent's Board President about sexual harassment from one of Respondent's employees. My employer removed me from assignment with Respondent and terminated my employment on June 17, 2006.</p> <p>I believe I have been discriminated against because of my sex, female, and retaliation in violation of Title VII of the Civil Rights Act of 1964, as amended.</p>			
RECEIVED EEOC JUL 27 2006 CHICAGO DISTRICT OFC			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT	
Jul 27, 2006  Date Charging Party Signature		SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	

08CV4602

EEOC Form 161 (2/08)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

JUDGE DARRAH

MAGISTRATE JUDGE MASON

DISMISSAL AND NOTICE OF RIGHTS

To: **Odessa R. Jackson (Onyegbula)**
c/o Linsey A. Markley, Esq.
HARMON & FEDICK, Ltd.
222 North LaSalle Street, Suite 430
Chicago, IL 60601

From: **Cleveland Field Office**
AJCFB - Suite 3001
1240 E. 9th St
Cleveland, OH 44199



On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

440-2006-08427

Legal Duty Officer

(216) 522-7445

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

Notice of right to sue requested.

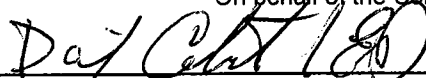
- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, and/or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a state claim may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission



Daniel Cabot,
Director

MAY 21 2008

(Date Mailed)

Enclosures(s)

cc:

Aaron Weldy
Owner
A & J SECURITY F/K/A LPDN
103 Highland Street
Calumet City, IL 60409

CHARGE QUESTIONNAIRE

OFFICE 7/27/06
COPR 2pm

This form is affected by the Privacy Act of 1974; see Privacy Act Statement before completing this form.

You must completely fill out this form and sign the last page.

The Commission will then determine if it has the right under the law to investigate your employment claim.

Whether you complete this form in our office or mail it to the EEOC, it must be received by the Commission within 300 days of the date of the alleged discrimination.

NAME Odessa Renee Jackson (Please Print) DATE 7/27/06
(First) (Middle Name or Initial) (Last)
ADDRESS 22719 S. Mulford CITY Richton Park
STATE Illinois ZIP 60471 COUNTY Cook
HOME TELEPHONE NUMBER 708 383-0971 DAYTIME TELEPHONE NUMBER 708 597-3657
SOCIAL SECURITY NUMBER 358-54-0996 SEX Female
DATE OF BIRTH June 05, 1973 CURRENT AGE 33

Please provide the name of an individual at a different address who is always able to reach you.

NAME Beverly Jackson ADDRESS 3480 W 136th St
CITY Robbins STATE IL ZIP 60473 TELEPHONE NUMBER 708 597-3657

Type of organization that you believe discriminated against you.

☒ Private Company ☐ State Government ☐ County Government ☐ City Government
Educational Institution: ☐ Public ☐ Private ☐ Employment Agency ☐ Union

What is the nature of organization's business (what does the company do) Condominium Assoc
and Security Company
Provide the full name of the organization that you believe discriminated against you. Provide the address and telephone number of the location where the alleged discrimination occurred.

Name of organization Park Condo Assoc, and Lpda Address 150 Park Ave
City Calumet City State IL Zip Code 60419
Telephone Number 708 275-3916, and 708 868-8600 County Cook
Total number of employees at least 22

If you are, or have been, employed by the organization provide the following information.

Job Title Security Officer Dates of Employment: From 10/28/05 To 06/17/06
Present or Last Salary \$7.00 Department Security Name of Supervisor Aaron Welch

In the spaces below, please list each issue and basis (Race, Color, Sex, Religion, National Origin, Age, Disability or Equal Pay).

Examples of some common issues (action taken): Discharge; Layoff; Harassment; Transfer; Unequal Pay; Demotion; Job Elimination; Failure to Recall; Failure to Hire; Failure to Accommodate (Disability and Religion Only); Unequal Terms and Conditions; Failure to Promote.

Fill in a separate section for each issue and basis. ISSUE AND BASIS
Issue/Action taken Harassment / Discharged Date of Action June 17, 2006
Basis/type of discrimination Sexual / unfair terms and conditions
Reason given for action 1st reason because I spoke to Mrs. Dierley, and because I'm a felon.
The action taken against you was discriminatory. I reported that I was being sexually harassed.

Continuation from page 1

ISSUE AND BASIS

Issue/Action taken

Discharged

Date of Action

*June 17, 06*Basis/type of discrimination: Race Color Sex Religion National Origin Age Disability Equal Pay Other
Circle each appropriate basis(es)Reason given for action *1st reason is because I spoke to Mrs. Dorley and because I'm a felon.*Explain why you feel the action taken against you was discriminatory *I reported that I was being**sexual harassed and seven days later I was fired. Also I'm on a home detention program and I don't want to go to jail.*

If you believe you were discriminated against because of a disability, state your disability.

If you believe the action taken against you occurred because you opposed unlawful discrimination, filed a discrimination charge, participated in an investigation of one of the laws enforced by EEOC or associated with someone protected by one of the laws enforced by EEOC, tell us what you did. Include dates, charge numbers and/or the name and title of the person to whom you complained of discrimination.

Do you have documents to support your claim of discrimination?

Yes ☒No ☐

Have you filed a charge regarding this situation with the Illinois Department of Human Rights (IDHR)?

Yes ☐No ☒

If yes, provide charge number _____

Have you filed a charge with EEOC before?

Yes ☐No ☒

If yes, provide charge number _____

If you are represented by an attorney, please provide name, address and telephone number. *Suite 2300**Ms. Erin F. Buck 33 North Dearborn Chicago**(312) 425-9100*

I declare under penalty of perjury that the foregoing is true and correct.

SIGNATURE

Nalissa R. Jackson

DATE

7/27/06

PRIVACY ACT STATEMENT: This form is covered by the Privacy Act of 1974: Public Law 93-579. Authority for requesting personal data and the uses thereof are:

1. FORM NUMBER/TITLE/DATE. EEOC Form 283. Charge Questionnaire (Rev 07/05).

2. AUTHORITY. 42 U.S.C. § 2000e-5(b), 29 U.S.C. § 211, 29 U.S.C. § 626, 42 U.S.C. 12117 (a)

3. PRINCIPAL PURPOSE. The purpose of this questionnaire is to solicit information in an acceptable form consistent with statutory requirements to enable the Commission to act on matters within its jurisdiction. When this form is constitutes the only timely written statement of allegations of employment discrimination, the Commission will, consistent with 29 CFR 1601.12(b) and 29 CFR 1626.8(b), consider it be a sufficient charge of discrimination under the relevant statutes(s).

4. ROUTINE USES. Information provided on this form will be used by Commission employees to determine the existence of facts relevant to a decision as to whether the Commission has jurisdiction over allegations of employment discrimination and to provide such charge filing counseling as appropriate. Information provided on this form may be disclosed to other State/local and federal agencies as may be appropriate or necessary to carrying out the Commission's functions. Information may also be disclosed to charging parties in consideration of or in connection with litigation.

5. WHETHER DISCLOSURE IS MANDATORY OR VOLUNTARY AND EFFECT ON INDIVIDUAL FOR NOT PROVIDING INFORMATION. The providing of information is voluntary but the failure to do so may hamper the Commission's investigation of a charge of discrimination. It is not necessary to use this form to provide the requested information.

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(Rev 07/05)



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Chicago District Office

500 West Madison St., Suite 2800
Chicago, IL 60661
PH: (312) 353-2713
TDD: (312) 353-2421
ENFORCEMENT FAX: (312) 886-1168
LEGAL FAX: (312) 353-8555

July 28, 2006

Odessa R. Jackson
22719 South Millard
Richton Park, IL 60471

Re: Odessa R. Jackson v. A & J Security
EEOC Number: 440-2006-08427

Dear Ms. Jackson:

This is to inform you that I have been assigned as the Investigator for your charge. Presently, I am waiting to receive evidence from the Respondent that you charged with discrimination. When all of this information has been received and analyzed, I will be able to determine what additional steps are appropriate. At any point in this process, I will welcome whatever additional input you may have regarding your charge.

The large inventory of cases currently under investigation in our office may affect the length of time needed to process your charge. You should expect that it will generally require at least six months. We understand that you may be very concerned about your charge when you have not been in contact with us for several weeks or months. Please be assured that the Commission is committed to investigating your charge as expeditiously as possible. We regret that our staff size does not permit us to provide you with more frequent interim contacts without slowing the progress of our investigations. We ask for your understanding and cooperation in this regard.

If it is necessary for you to contact me regarding the investigation of your charge, you may write to me at the above address. Also, if you wish to submit additional information, or report additional complaints of discrimination to us, including reprisal by Respondent against you for filing your present charge, you may do so by writing, or faxing (see fax number above), or by phoning me; I can be reached at (312) 353-8658, between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday. You may also email me at janice.streeter@eeoc.gov.

Please be advised that for security reasons, all visitors to our office must have an appointment, and a photo ID.

If you need to meet with me for any reason, please contact me for an appointment at (312) 353-8658

Sincerely,

Janice Streeter

Janice Streeter
Investigator

DEPARTMENT OF EMPLOYMENT SECURITY
1010 DIXIE HWY
CHICAGO HEIGHTS, IL 60411

DATE: 08-08-2006 SSN: 358-54-0996

ODESSA R JACKSON
22719 S MILLARD AV
RICHTON PARK, IL 60471

EOS

The following determination has been made in connection with your claim for unemployment insurance benefits:

The claimant was discharged from ELITE OUTSOURCE SYSTEMS because SHE AS BEING SEXUALLY HARASSED BY THE MANAGER'S BOYFRIEND

The term misconduct means the deliberate and willful violation of a reasonable rule or policy of the employer if the violation has harmed the employer or other employees or has been repeated by the individual despite a warning or other explicit instruction from the employer. In this case, the claimant's action which resulted in her discharge was not a violation of a reasonable rule or policy.

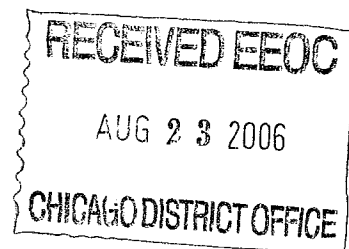
Therefore, this Determination finds the claimant eligible for benefits, with respect to this issue only, for each week during the period from 06-25-2006 through 07-08-2006 and she will be determined eligible for each week thereafter as long as she meets the eligibility requirements of the Illinois Unemployment Insurance Act.

Benefits payable by check are being ordered for each week of unemployment for which you are eligible. If you do not receive payment within three weeks from the date of this notice, please notify the office.

SEE THE REVERSE SIDE FOR INFORMATION REGARDING APPEAL RIGHTS

VEASE AL REVERSO PARA UNA TRADUCCION EN ESPANOL DE SUS DERECHOS A APELAR

Tonnie Flowers - 114
ES Service Representative
Phone 708-709-3000 Ext. 212 Fax 708-709-3055



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Odessa R. Jackson (Onyegbula)** LI From: **Cleveland Field Office**
c/o Lindsey A. Markley, Esq. 08CV4602 **AJCFB - Suite 3001**
HARMON & FEDICK, Ltd. JUDGE DARRAH **1240 E. 9th St**
222 North LaSalle Street, Suite 430 MAGISTRATE JUDGE MASON **Cleveland, OH 44199**
Chicago, IL 60601



On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

440-2006-08428**Legal Duty Officer****(216) 522-7445****THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:**

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

Notice of right to sue requested.**- NOTICE OF SUIT RIGHTS -**

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, and/or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a state claim may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission



Daniel Cabot,
Director

Enclosures(s)

MAY 21 2008

(Date Mailed)

cc: **THE PARK OF RIVER OAKS**
c/o Robert P. Nesbit
Law Offices of Kovitz Shifrin Nesbit
1220 Iroquois Avenue, Suite 100
Naperville, IL 60563

**INFORMATION RELATED TO FILING SUIT
UNDER THE LAWS ENFORCED BY THE EEOC**

*(This information relates to filing suit in Federal or State court under Federal law.
If you also plan to sue claiming violations of State law, please be aware that time limits and other
provisions of State law may be shorter or more limited than those described below.)*

**PRIVATE SUIT RIGHTS -- Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA),
or the Age Discrimination in Employment Act (ADEA):**

In order to pursue this matter further, you must file a lawsuit against the respondent(s) named in the charge **within 90 days of the date you receive this Notice**. Therefore, you should **keep a record of this date**. Once this 90-day period is over, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and its envelope, and tell him or her the date you received it. Furthermore, in order to avoid any question that you did not act in a timely manner, it is prudent that your suit be filed **within 90 days of the date this Notice was mailed to you** (as indicated where the Notice is signed) or the date of the postmark, if later.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. (Usually, the appropriate State court is the general civil trial court.) Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. Filing this Notice is not enough. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Your suit may include any matter alleged in the charge or, to the extent permitted by court decisions, matters like or related to the matters alleged in the charge. Generally, suits are brought in the State where the alleged unlawful practice occurred, but in some cases can be brought where relevant employment records are kept, where the employment would have been, or where the respondent has its main office. If you have simple questions, you usually can get answers from the office of the clerk of the court where you are bringing suit, but do not expect that office to write your complaint or make legal strategy decisions for you.

PRIVATE SUIT RIGHTS -- Equal Pay Act (EPA):

EPA suits must be filed in court within 2 years (3 years for willful violations) of the alleged EPA underpayment: back pay due for violations that occurred **more than 2 years (3 years) before you file suit** may not be collectible. For example, if you were underpaid under the EPA for work performed from 7/1/00 to 12/1/00, you should file suit **before 7/1/02 -- not 12/1/02** -- in order to recover unpaid wages due for July 2000. This time limit for filing an EPA suit is separate from the 90-day filing period under Title VII, the ADA or the ADEA referred to above. Therefore, if you also plan to sue under Title VII, the ADA or the ADEA, in addition to suing on the EPA claim, suit must be filed within 90 days of this Notice and within the 2- or 3-year EPA back pay recovery period.

ATTORNEY REPRESENTATION -- Title VII and the ADA:

If you cannot afford or have been unable to obtain a lawyer to represent you, the U.S. District Court having jurisdiction in your case may, in limited circumstances, assist you in obtaining a lawyer. Requests for such assistance must be made to the U.S. District Court in the form and manner it requires (you should be prepared to explain in detail your efforts to retain an attorney). Requests should be made well before the end of the 90-day period mentioned above, because such requests do not relieve you of the requirement to bring suit within 90 days.

ATTORNEY REFERRAL AND EEOC ASSISTANCE -- All Statutes:

You may contact the EEOC representative shown on your Notice if you need help in finding a lawyer or if you have any questions about your legal rights, including advice on which U.S. District Court can hear your case. If you need to inspect or obtain a copy of information in EEOC's file on the charge, please request it promptly in writing and provide your charge number (as shown on your Notice). While EEOC destroys charge files after a certain time, all charge files are kept for at least 6 months after our last action on the case. Therefore, if you file suit and want to review the charge file, **please make your review request within 6 months of this Notice**. (Before filing suit, any request should be made within the next 90 days.)

IF YOU FILE SUIT, PLEASE SEND A COPY OF YOUR COURT COMPLAINT TO THIS OFFICE.